

Kenneth E. Savage Jr.**Employee #450891**

Months	Year	Regular Hours	Base Pay phr	A & P Licenses Combined phr	Line Maint. Pay phr	3rd Shift Pay phr	Total Hourly Rate	Regular Earnings	20% Adjustment (Paid Lunches, Holiday Pay, O/T (1.5 & 2.0 rate), & Lead Tech Pay)	Total Earnings
6	AUG 2001 - FEB 2002	1,040	\$13.31	\$5.52	\$0.15	\$0.50	\$19.48	\$20,259.20	\$4,254.43	\$24,513.63
6	FEB - AUG 2002	1,040	\$15.80	\$10.80	\$0.15	\$0.50	\$27.25	\$28,340.00	\$5,951.40	\$34,291.40
6	AUG 2002 - FEB 2003	1,040	\$16.11	\$10.80	\$0.15	\$0.50	\$27.56	\$28,662.40	\$6,019.10	\$34,681.50
1	FEB - MAR 2003	120	\$16.42	\$10.80	\$0.15	\$0.50	\$27.87	\$3,344.40	\$702.32	\$4,046.72
5	MAR - AUG 2003	920	\$16.91	\$10.80	\$0.15	\$0.50	\$28.36	\$26,091.20	\$5,479.15	\$31,570.35
6	AUG 2003 - FEB 2004	1,040	\$18.42	\$10.80	\$0.15	\$0.50	\$29.87	\$31,064.80	\$6,523.61	\$37,588.41
1	FEB - MAR 2004	120	\$18.97	\$10.80	\$0.15	\$0.50	\$30.42	\$3,650.40	\$766.58	\$4,416.98
5	MAR - AUG 2004	920	\$19.72	\$10.80	\$0.15	\$0.50	\$31.17	\$28,676.40	\$6,022.04	\$34,698.44
6	AUG 2004 - FEB 2005	1,040	\$20.52	\$10.80	\$0.15	\$0.50	\$31.97	\$33,248.80	\$6,982.25	\$40,231.05
1	FEB - MAR 2005	120	\$21.33	\$10.80	\$0.15	\$0.50	\$32.78	\$3,933.60	\$826.06	\$4,759.66
5	MAR - AUG 2005	920	\$21.97	\$10.80	\$0.15	\$0.50	\$33.42	\$30,746.40	\$6,456.74	\$37,203.14
6	AUG 2005 - FEB 2006	1,040	\$23.73	\$10.80	\$0.15	\$0.50	\$35.18	\$36,587.20	\$7,683.31	\$44,270.51
1	FEB - MAR 2006	120	\$23.73	\$10.80	\$0.15	\$0.50	\$35.18	\$4,221.60	\$886.54	\$5,108.14
5	MAR - AUG 2006	920	\$24.44	\$10.80	\$0.15	\$0.50	\$35.89	\$33,018.80	\$6,933.95	\$39,952.75
7	AUG 2006 - MAR 2007	1,160	\$26.51	\$10.80	\$0.15	\$0.50	\$37.96	\$44,033.60	\$9,247.06	\$53,280.66
12	MAR 2007 - MAR 2008	2,080	\$27.31	\$11.34	\$0.15	\$0.50	\$39.30	\$81,744.00	\$17,166.24	\$98,910.24
12	MAR 2008 - MAR 2009	2,080	\$28.13	\$12.88	\$0.15	\$0.50	\$41.66	\$86,652.80	\$18,197.09	\$104,849.89
12	MAR 2009 - MAR 2010	2,080	\$28.13	\$12.88	\$0.15	\$0.50	\$41.66	\$86,652.80	\$18,197.09	\$104,849.89
12	MAR 2010 - MAR 2011	2,080	\$28.69	\$13.98	\$0.15	\$0.00	\$42.82	\$89,065.60	\$18,703.78	\$107,769.38
12	MAR 2011 - MAR 2012	2,080	\$29.55	\$14.40	\$0.15	\$0.00	\$44.10	\$91,728.00	\$19,262.88	\$110,990.88
6	MAR 2012 - SEP 2012	1,160	\$30.44	\$16.12	\$0.15	\$0.00	\$46.71	\$54,183.60	\$11,378.56	\$65,562.16
AUG-DEC	Total Pay 2001	\$20,428.03		Average Annual Eligible Earnings Yrs 2003-2007	\$85,701.41	Average Monthly Eligible Earnings	\$7,141.78	Benefit Accrual Service 7yrs TSP		
JAN-DEC	Total Pay 2002	\$67,278.26								
JAN-DEC	Total Pay 2003	\$72,721.00								
JAN-DEC	Total Pay 2004	\$78,906.04						Normal Retirement Benefit =		
JAN-DEC	Total Pay 2005	\$85,560.07						2% X 7 X \$7,141.78		
JAN-DEC	Total Pay 2006	\$90,496.91								
JAN-DEC	Total Pay 2007	\$100,823.01								
		Total Pay + 20%			5% Per Year					
JAN-DEC	Total Pay 2008	\$103,364.98		PPA for 2008	\$5,168.25	1% Interest per QTR (x4)	\$206.73	Total PPA for 2008	\$5,374.98	\$5,374.98
JAN-DEC	Total Pay 2009	\$104,849.89		PPA for 2009	\$5,242.49		\$209.70	Total PPA for 2009	\$5,452.19	\$5,452.19
JAN-DEC	Total Pay 2010	\$107,039.50		PPA for 2010	\$5,351.98		\$214.08	Total PPA for 2010	\$5,566.05	\$5,566.05
JAN-DEC	Total Pay 2011	\$110,185.50		PPA for 2011	\$5,509.28		\$220.37	Total PPA for 2011	\$5,729.65	\$5,729.65
JAN-SEP	Total Pay 2012	\$93,309.88		PPA for 2012	\$4,665.49		\$186.62	Total PPA for 2012	\$4,852.11	\$4,852.11
								Total PPA as of SEP 2012		\$26,974.99
								FedEx Total PPA =		\$24,145.97
								Difference =		\$2,829.02

EXHIBIT A

Updated on 10/1/15

Kenneth E. Savage Jr.**Employee #450891**

Work Weeks	Hours per Week	Months	Year	Regular Hours	Base Pay phr	A & P Licenses Combined phr	Line Maint. Pay phr	3rd Shift Pay phr	Total Hourly Rate	Regular Earnings	20% Adjustment (Paid Lunches, Holiday Pay, O/T (1.5 & 2.0 rate), & Lead Tech Pay)	Total Earnings
13	40	3	SEP - DEC 2012	520	\$30.44	\$16.12	\$0.15	\$0.50	\$47.21	\$24,549.20	\$5,155.33	\$29,704.53
40	40	10	JAN - OCT 2013	1,600	\$30.44	\$16.12	\$0.15	\$0.50	\$47.21	\$75,536.00	\$15,862.56	\$91,398.56
12	40	2	OCT - DEC 2013	480	\$31.05	\$18.12	\$0.15	\$0.50	\$49.82	\$23,913.60	\$5,021.86	\$28,935.46
40	40	10	JAN - OCT 2014	1,600	\$31.05	\$18.12	\$0.15	\$0.50	\$49.82	\$79,712.00	\$16,739.52	\$96,451.52
12	40	2	OCT - DEC 2014	480	\$31.98	\$18.66	\$0.15	\$0.50	\$51.29	\$24,619.20	\$5,170.03	\$29,789.23
31	40	7	JAN - JUL 2015	1,240	\$31.98	\$18.66	\$0.15	\$0.50	\$51.29	\$63,599.60	\$13,355.92	\$76,955.52
		SEP-DEC	Total Pay 2012	\$29,704.53		PPA for 2012	\$1,485.23	1% Interest per QTR (x4)	\$59.41		Total PPA for 2012	\$1,544.64
		JAN-DEC	Total Pay 2013	\$120,334.02		PPA for 2013	\$6,016.70		\$240.67		Total PPA for 2013	\$6,257.37
		JAN-DEC	Total Pay 2014	\$126,240.75		PPA for 2014	\$6,312.04		\$252.48		Total PPA for 2014	\$6,564.52
		JAN-JUL	Total Pay 2015	\$76,955.52		PPA for 2015	\$3,847.78		\$153.91		Total PPA for 2015	\$4,001.69
											Total PPA as of JUL 2015	\$18,368.21

Kenneth E. Savage Jr.**Employee #450891**

Work Weeks	Hours per Week	Months	Year	Regular Hours	Base Pay p/hr	A & P Licenses Combined p/hr	Line Maint. Pay p/hr	3rd Shift Pay p/hr	Total Hourly Rate	Regular Earnings	20% Adjustment (Paid Lunches, Holiday Pay, O/T (1.5 & 2.0 rate), & Lead Tech Pay)	FedEx Earnings	Other Job Earnings	Total Back Pay
13	40	3	SEP - DEC 2012	520	\$30.44	\$16.12	\$0.15	\$0.50	\$47.21	\$24,549.20	\$5,155.33	\$29,704.53	\$0.00	\$29,704.53
40	40	10	JAN - OCT 2013	1,600	\$30.44	\$16.12	\$0.15	\$0.50	\$47.21	\$75,536.00	\$15,862.56	\$91,398.56	\$0.00	\$91,398.56
12	40	2	OCT - DEC 2013	480	\$31.05	\$18.12	\$0.15	\$0.50	\$49.82	\$23,913.60	\$5,021.86	\$28,935.46	\$0.00	\$28,935.46
40	40	10	JAN - OCT 2014	1,600	\$31.05	\$18.12	\$0.15	\$0.50	\$49.82	\$79,712.00	\$16,739.52	\$96,451.52	\$36,798.18	\$59,653.34
12	40	2	OCT - DEC 2014	480	\$31.98	\$18.66	\$0.15	\$0.50	\$51.29	\$24,619.20	\$5,170.03	\$29,789.23	\$24,470.76	\$5,318.47
31	40	7	JAN - JUL 2015	1,240	\$31.98	\$18.66	\$0.15	\$0.50	\$51.29	\$63,599.60	\$13,355.92	\$76,955.52	\$52,377.73	\$24,577.79
Total FedEx Back Pay														\$239,588.15
August and September 2012 military drill weekend duty missed due to termination and deadline to complete GFTP Appeals process.														\$1,746.00
Mileage to/from New Orleans versus using FedEx jumpseat privilege for military drill duty (760 miles @ 57.5 cents per mile or 760 x 57.5 = \$437.00 per trip X 16 trips).														\$6,992.00
Out-of-pocket dental expenses due to loss of dental benefits.														\$2,185.00
Reimbursement for the Master Degree class I was taking at the time I was terminated.														\$1,445.00
Total Lost Benefits (not including PPA)														\$12,368.00
TOTAL DAMAGES (not including PPA)														\$251,956.15
TOTAL DAMAGES (Provided under USERRA X2)														\$503,912.29